

[~116H3838]

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(Original Signature of Member)

117TH CONGRESS  
1ST SESSION

**H. R.** \_\_\_\_\_

To direct the Secretary of Labor to recognize employers with a commitment to helping employees balance workplace responsibilities and family obligations.

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IN THE HOUSE OF REPRESENTATIVES

Ms. MENG introduced the following bill; which was referred to the Committee  
on \_\_\_\_\_

\_\_\_\_\_  
**A BILL**

To direct the Secretary of Labor to recognize employers with a commitment to helping employees balance workplace responsibilities and family obligations.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Honoring Family-  
5       Friendly Workplaces Act”.

6       **SEC. 2. DEFINITIONS.**

7       In this Act:

1           (1) EMPLOYEE; EMPLOYER.—The terms “em-  
2       ployee” and “employer” have the meanings given  
3       such terms in section 3 of the Fair Labor Standards  
4       Act of 1938 (29 U.S.C. 203).

5           (2) SECRETARY.—The term “Secretary” means  
6       the Secretary of Labor.

7       **SEC. 3. CERTIFICATION PROGRAM ESTABLISHED.**

8           (a) IN GENERAL.—The Secretary shall establish a  
9       national certification program to award certifications to  
10      recognize employers that have a commitment to helping  
11      employees balance employment responsibilities and family  
12      obligations (referred to in this section as “family-friendly  
13      certifications”).

14          (b) CRITERIA FOR CERTIFICATION.—In order to be  
15      eligible to receive a family-friendly certification, an em-  
16      ployer must carry out each of the following family-friendly  
17      employment policies and benefits:

18           (1) Assistance paying for, or referring employ-  
19      ees to, fertility or adoption services.

20           (2) Paid family leave of not less than 12 weeks  
21      per year, including the option to use leave for any  
22      of the following reasons:

23           (A) The birth of a child of the employee  
24      and in order to care for such child.

1 (B) The placement of a child with the em-  
2 ployee for adoption or foster care.

3 (C) To address the employee's own serious  
4 health condition, including pregnancy, child-  
5 birth, or pregnancy loss.

6 (D) To address the serious health condi-  
7 tion (as defined in section 101 of the Family  
8 and Medical Leave Act of 1993 (29 U.S.C.  
9 2611)) of a family member.

10 (E) For specific military caregiving and  
11 leave.

12 (3) Paid sick days for employees that are sepa-  
13 rate from time accrued as part of a paid time off  
14 policy.

15 (4) A subsidy for child care or policies that  
16 allow parents to work alongside their infants in safe  
17 settings.

18 (5) Policies that allow for flexible hours once a  
19 parent returns to work after a birth, adoption, or  
20 foster care placement.

21 (6) If feasible, policies that allow employees to  
22 work remotely as needed for reasons related to the  
23 care of a child.

24 (7) Lactation support, such as reimbursement  
25 of expressed breastmilk delivery while on travel, ac-

1       cess to pumps, kits, and other lactation supplies and  
2       amenities, and access to lactation consultants and  
3       support.

4       (c) APPLICATION.—An employer who desires to re-  
5       ceive a family-friendly certification from the Secretary  
6       under this section shall submit an application to the Sec-  
7       retary at such time, containing such information, and in  
8       such manner as the Secretary may require.

9       (d) AWARD OF CERTIFICATION.—The Secretary shall  
10      review applications submitted under subparagraph (c) and  
11      award a family-friendly certification to an employer whose  
12      application demonstrates that the employer has met the  
13      requirements established under subsection (b) regarding  
14      family-friendly policies and benefits.

15      (e) AUTHORIZATION OF APPROPRIATIONS.—There  
16      are authorized to be appropriated to carry out this Act  
17      such sums as may be necessary.